

***California
Commission on Teacher Credentialing***

***Meeting of
December 3-4, 2003***

IN-FOLDER

AGENDA ITEM NUMBER: GS – 10

COMMITTEE: General Session

**TITLE: Discussion of Timeline Options to Discontinue the Issuance of
Emergency Permits**

 X **Action**

 Information

Strategic Plan Goal(s) :

Provide leadership in exploring multiple, high quality routes to prepare professional educators for California's schools.

Approved By:

**Dale A. Janssen, Director
Certification, Assignment and
Waivers Division**

Date: **11/25/03**

Authorized By:

**Sam W. Swofford, Ed.D.
Executive Director**

Date: **11/25/03**

Discussion of Timeline to Discontinue the Issuance of Emergency Permits

In-Folder

November 25, 2003

Summary

On Thursday, November 20, 2003 Commission staff met with stakeholders to discuss various timeline options to discontinue the current structure for emergency permits. The original agenda item presented three timeline options to discontinue emergency permits. The stakeholders developed a fourth option that is stated below. This in-folder item provides a summary of the stakeholder's comments regarding each of the timeline options.

Fiscal Impact

The Commission budget supports the cost of these activities and no budget augmentation is needed to continue program activities.

Policy Issues to be Resolved

What timeline should the Commission apply to discontinue the current structure for emergency permits?

Background

The Commission staff met with fifteen stakeholders to review the timeline options that were presented in the original agenda item. The hour and forty-five minute meeting included a discussion of the various options and the need to have an alternative credential structure in place before the current emergency permit process can be discontinued.

The stakeholders in attendance included: Lori Easterling, CTA, Linda Mook, CFT, Phyllis Bradford and Carolina Pavia, Los Angeles Unified School District, Bruce Kitchen, School District Personnel Administrators of San Bernardino and San Diego Counties, Sharon Robison, ACSA, Kathryn Benson, Tri-County Personnel Directors and Pajaro Valley Unified School District, Merrilee Johnson, PASSCo-CCSESA, Hank Richardson, Hesperia Unified School District, Stephanie Farland, CSBA, Richard Johnson, Assemblymember Carol Liu, Kieth Nitta, Assembly Higher Education Committee, Misty Padilla, Assembly Education Committee, Karen Steentofte, SBE and Andrea Ball, Long Beach Unified School District.

Timeline Options for the Discontinuance of Emergency Permits

Below are four options with the stakeholder's comments the Commission may wish to consider in implementing its action to discontinue the current structure for emergency permits. (A graphic of these options can be found in Appendix A.)

Option One			
	July 1, 2004	July 1, 2005	July 1, 2006
Initial Issuance	No longer issue		
Renewal	No longer issue		

Consideration: Under this option there may be insufficient time to develop criteria and complete the regulatory process for an alternative document by July 1, 2004.

Stakeholders Comments

The consensus of the group was not to support option one for the following reasons:

No Replacement Document – There would be an insufficient amount of time to develop and implement a new credential structure by July 1, 2004, particularly in light of Governor Schwarzenegger’s Executive Order halting the implementation of all regulations for 180 days.

Not In Alignment With LEA NCLB Plans – Local education agencies were required to file a plan with the State Board that mapped out a strategy to have all teachers highly qualified by the end of the 2005-2006 school year. Option One would conflict with those plans.

Lack of Continuity – Emergency permits expire throughout the year, for example a teacher’s emergency permit may expire in March of 2005 and the district would be unable to renew the document requiring the district to replace the teacher in the middle of the year.

Lack of Flexibility – Employment needs arise throughout the year and the inability to initially employ a teacher on an emergency permit or an alternative document restricts the options available to an employing agency.

Option Two			
	July 1, 2004	July 1, 2005	July 1, 2006
Initial Issuance	No longer issue		
Renewal	Continue Issuance with statement that permit may be renewed one more time to expire on June 30, 2006	Continue to issue throughout school year, however all permits will expire on June 30, 2006	No longer issue

Consideration: Under this option there may be insufficient time to develop criteria and complete the regulatory process for an alternative document by July 1, 2004.

Stakeholders Comments

The consensus of the group was not to support option two for the following reasons:

No Replacement Document – There would be an insufficient amount of time to develop and implement a new credential structure by July 1, 2004, particularly in light of Governor Schwarzenegger’s Executive Order halting the implementation of all regulations for 180 days.

Not In Alignment With LEA NCLB Plans – Local education agencies were required to file a plan with the State Board that mapped out a strategy to have all teachers highly qualified by the end of the 2005-2006 school year. Option two would conflict with those plans.

Option Three			
	July 1, 2004	July 1, 2005	July 1, 2006
Initial Issuance	Continue Issuance with statement that permit may be renewed one more time to expire on June 30, 2006	No longer issue	
Renewal	Continue Issuance with statement that permit may be renewed one more time to expire on June 30, 2006	Continue to issue throughout school year, however all permits will expire on June 30, 2006	No longer issue

Stakeholders Comments

The consensus of the group was not to support option three for the following reasons:

Does Not Allow for Initial Issuance after July 1, 2005 – Employing agencies usually offer emergency permit holders one-year contracts and expect the employee to earn a credential within that year; they would like to have the option to offer an initial emergency permit for the 2005-2006 for candidates who will complete their credential by July 1, 2006.

No Replacement Document – This option does not clearly state that there would be an alternative document for unanticipated employment needs by either July 1, 2005 or July 1, 2006 and the only option available to districts unanticipated staffing needs is a 30-day substitute, which would not be in the best interest of students.

Option four was developed at the stakeholders meeting as another option the Commission may wish to consider when determining a timeline to discontinue the current structure for emergency permits.

Option Four			
	July 1, 2004	July 1, 2005	July 1, 2006
Initial Issuance	Continue Issuance with statement that permit may be renewed one more time to expire on June 30, 2006	Continue to issue throughout school year, however all permits will expire on June 30, 2006 and have a alternative provisional document available for initial issuance	
Renewal	Continue Issuance with statement that permit may be renewed one more time to expire on June 30, 2006	Continue to issue throughout school year, however all permits will expire on June 30, 2006	No longer issue with understanding that an alternative document based on standards and accountability would be developed for unanticipated employment needs

Stakeholders Comments

The consensus of the group was to support option four for the following reasons:

Aligned with LEA NCLB Plan – Option four is aligned with the plans that LEA’s submitted to the State Board outlining strategies to be compliant with the highly qualified teacher requirement in NCLB.

Alternative Document – States that the Commission will develop a new alternative provisional document that includes accountability measures for districts for unanticipated employment needs and allows for further dialogue between Commission staff and stakeholders to develop this new credential structure.

Allows for Initial Issuance After July 1, 2005 – The stakeholders wanted to have the flexibility to hire a teacher on an emergency permit with the understanding that the individual would have to complete the credential requirements by July 1, 2006.

Appendix A

Timeline for the Discontinuance of Emergency Permits Graphic

Option One

7/1/04

7/1/05

7/1/06

No initial issuance

No renewals No previously held permits will be reissued. Existing permits will expire monthly during the year through 6/30/05.

Option Two

7/1/04

7/1/05

7/1/06

No initial issuance

Continue renewal issuance with statement that the permit may be issued one more time and all reissued permits will expire by 6/30/06.

Continue renewal issuance throughout the school year, however all permits will expire on 6/30/06.

Option Three

7/1/04

7/1/05

7/1/06

Allow initial issuance

with statement that the permit may be issued one more time and all reissued permits will expire by 6/30/06.

No more initial issuance

Continue renewal issuance with statement that the permits may be issued one more time and all reissued permits will expire by 6/30/06.

Continue renewal issuance throughout the school year, however all permits will expire on 6/30/06.

Option Four – Resulting from 11/20/03 Stakeholder Meeting

Based on the premise that there will be an alternative document in place by 7/1/05.

